

**13th Annual Leading Edge Consortium**

# **INNOVATIONS** **in Executive Coaching:** **Deepening Your Expertise** **in a Dynamic World**

**October 20 – 21, 2017 | Hilton Minneapolis**  
**Preconsortium Workshops October 19**



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## **From the Consortium Chair**

Welcome to the 13th Annual SIOP Leading Edge Consortium (LEC) in Minneapolis, the larger half of the compelling Twin Cities! We can't wait to hear about the insights and connections that we envision will be part of your experience.

For the first time, the LEC begins with preconsortium workshops, which provide a deeper dive into topics that are on your radar screen. The next few days bring us all a unique opportunity to learn from leaders in our field and to deepen our own skills in executive coaching.

I can tell you that it is the invisible, behind and before the scenes work that really makes this event possible. What terrific teams we have in the SIOP Administrative Office and the LEC planning committee: Erica Desrosiers, Michael Frisch, Tim Jackson, Rob Kaiser, Jeff McHenry, and Vicki Vandaveer. Their passion and insights for executive coaching have informed every step.

We also have worked hard to bring members of APA Division 14 and Division 13 together on this topic, which spans our areas of focus. As you participate in the next few days, we invite you to engage in your own learning and help us ensure that the content of this LEC lives on beyond Saturday afternoon. Thanks for being part of our journey!

**Sandra Davis**  
Leading Edge Consortium Chair



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### **2017 LEC Planning Committee**

**Sandra Davis, MDA Leadership Consulting, Chair**

**Erica Desrosiers, Johnson & Johnson**

**Michael Frisch, Consultant/Executive Coach**

**Tim Jackson, Jackson Leadership Inc.**

**Rob Kaiser, Kaiser Leadership Solutions**

**Jeff McHenry, Science Advisor, Rainier Leadership Solutions**

**Vicki Vandaveer, The Vandaveer Group**

## Thursday, October 19

### Preconsortium Workshops: Two workshops offered both morning and afternoon

Workshop 1: Neuroscience for Coaching  
Leaders: Deepening Your Expertise

Workshop 2: Team Coaching: Accelerating &  
Sustaining Team Learning and Performance



Robert Eichinger,  
TeamTelligent, LLC, and  
MatrixInsights

Marquette 4 & 5, 2nd floor



Krister Lowe,  
Team Coaching Zone

Marquette 6 & 7, 2nd floor

7:00 am–2:00 pm	Preconsortium Workshop Registration, Marquette Foyer, 2nd floor
8:00–8:30 am	Morning Coffee, Marquette Foyer, 2nd floor
8:30 am–12:00 pm	Morning Workshop
10:00–10:30 am	Morning Break, Marquette Foyer, 2nd floor
12:00–1:15 pm	Lunch Break (on your own)
1:30–5:00 pm	Afternoon Workshops
3:00–3:30 pm	Afternoon Break, Marquette Foyer, 2nd floor
4:00–9:00 pm	General Consortium Registration, Redwing Room, 3rd Floor
7:30–9:00 pm	Welcome Reception, Gallery, 1st Floor

## Friday, October 20

All sessions in Minneapolis Ballroom, Salons ABC,  
3rd floor, unless otherwise noted

7:00 am–5:15 pm	General Consortium Registration, Redwing Room, 3rd floor
7:00–8:00am	Breakfast Buffet, Minneapolis Ballroom, Salon D, 3rd floor
8:00–8:10 am	Welcome and Introduction from the Leading Edge Consortium Chair Sandra Davis, MDA Leadership Consulting

8:10–9:15 am



**Keynote #1: The Digital Future Our Clients Face:  
How the Human Capital Rules Are Changing the Game**  
**Anthony Abbatiello, Deloitte**

Our client's future is changing at a rapid pace. This session will focus on sharing human capital trends research and discussing market forces that are impacting the way our clients lead and make decisions about the future of work, the workforce, and human resources.



9:15–10:00 am



## **Keynote #2: Imagining the Future of Executive Coaching**

**David Peterson, Google, Inc.**

As the pace of change accelerates and the world becomes vastly more complex, demands on leaders are increasing dramatically. The opportunity appears huge for coaches who can help leaders learn faster, adapt more quickly, and build new capabilities required for success. At the same time, artificial intelligence and virtual reality, human-machine interfaces, smart drugs, and self-managed learning are several trends that will likely diminish the role coaches can play. These powerful trends suggest that coaching is on the cusp of disruption. David will outline the key forces shaping the future of coaching and leadership, and practical action steps for coaches who want to thrive by capitalizing on these dynamic trends.

10:00–10:30 am

**Coffee Break, Minneapolis Foyer, 3rd floor, presented by**



10:30–10:45 am

**Participant Conversations**

10:45–11:45 am

## **Coaching in Organizations: Today's Reality and Future Directions**

This panel features subject matter expert practitioners who represent coaching practices across a variety of organizations and industries. They will highlight and share insights from their experiences in leveraging coaching to develop leaders. The panel will address shifting trends and disrupters they are observing within their organizations and how these shifts impact their leaders. They will also discuss what they expect from coaches and how they can add value and help their leaders address new challenges. Time will be reserved for answering audience questions.



**Erica Desrosiers, Johnson and Johnson (panel facilitator)**

**Niloofer Ghods, Cisco Systems**

**Amy Grubb, Federal Bureau of Investigation**

**Jeff McHenry, Rainier Leadership Solutions**

**Amy Owen Nieberding, Vanderbilt University Medical Center**

11:45 am–12:15 pm

**TED-Style Talk: Technology in Coaching:  
Current and Emerging Trends  
Alex Pascal, CoachLogix**



12:15–1:15 pm

**Lunch, Minneapolis Ballroom, Salon D, 3rd floor  
HRM Impact Award presentation**



1:15–2:15 pm



### **Keynote #3: Model Agility: The Power of Seeing Your Client From Multiple Perspectives**

**Carol Kauffman, Harvard Medical School**

A coaching session is explored from four theoretical perspectives: cognitive behavioral, psychoanalytic, positive psychology, and adult development. Transcript portions from a case will be shared and how four different coaches might think and intervene based on their different psychological perspectives will be examined. Coaches are most effective when they hold different psychological perspectives and consciously choose the best match for the client facing a particular issue. Holding too tightly to any one model may not best serve the client. In addition, context, culture, and power dynamics are crucial to add to any perspective that focuses on individual behavior change. Developing this kind of agility parallels what is required of the leaders we coach, affording them a wider repertoire of choices when faced with a challenging scenario.

2:15–3:00 pm

### **TED-Style Talk: Putting Mindfulness in Motion to Increase Your Professional Agility**

**David Drake, Center for Narrative Coaching & Design**



3:00–3:30 pm

**Coffee Break, Minneapolis Foyer, 3rd floor, presented by**



3:30–4:20 pm

### **Keynote #4: Executive Coaching at the Top: A Next Wave of Impact** **Karol M. Wasylyshyn, Leadership Development Forum**

Based on hundreds of engagements with executives across the globe, a senior practitioner emphasizes a next wave of impact for the field: making the transition from executive coach to trusted leadership advisor (TLA). In these longer-term engagements with C-level executives and other senior business leaders who hold significant P&L responsibility, the TLA becomes a distinctive and essential resource. Emphasis is placed on key factors to include role definition, nature of the work, the executive coach relationship, engagement duration, boundaries of confidentiality, and fee structure.



4:20–5:15 pm

### **Continuation Corners**

**Randy White, Executive Development Group, LLC**  
**Master Facilitator**

This session is a chance for participants to have a deeper dive/conversation with a speaker about their topic. There will be four options: a continuation with David Peterson, Carol Kauffman, Karol M. Wasylyshyn, or David Drake.



5:30 to 6:30 pm

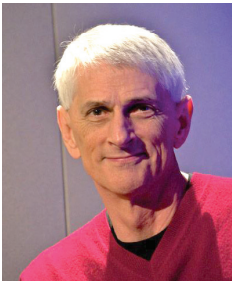
**Cocktail Hour, Gallery, 1st Floor, presented by [quintela.io](http://quintela.io)**

6:30 pm

**Optional Networking Dinners, various local restaurants**

**7:00 am–2:30 pm General Consortium Registration, Redwing Room, 3rd floor****7:00–8:00am Breakfast Buffet, Minneapolis Ballroom, Salon D, 3rd floor****8:00–8:15 am Reflections on previous day****8:15–9:45 am Keynote #5: The Neuroscience of Coaching****Richard Boyatzis, Case Western Reserve University**

Decades of longitudinal neuroscience-based research on the development of Emotional Intelligence (EI) competencies in coaching will show how coaching to the Positive Emotional Attractor, defined as coaching with compassion, is the key to sustainable development. Neuroscience-based research with fMRI technology and endocrine studies on coaching will show support for this claim. A comparative review discussion will be part of this session addressing both the lack of evidence and actual competencies by “certifying” bodies.

**9:45–10:15 am Coffee Break, Minneapolis Foyer, 3rd floor, presented by**  **DATA SOLUTIONS**  
INTERNATIONAL**10:15–11:15 am TED-Style Talks: Dealing With Resistance****Robert Eichinger, TeamTelligent, LLC, and  
MatrixInsights****Developing the Client’s Leadership Point of View  
Steve Arneson, Arneson Leadership Consulting****11:15 am–12:15 pm Keynote #6: Coaching at the Top****Richard Kilburg, RRK Coaching and Executive Development**

The number of books and papers on executive coaching has exploded in the past 25 years. The variables and issues identified and explored now reach into the hundreds. However, coaching models and methods that are widely disseminated and descriptive of working with senior executive teams, including CEOs, may seem coherent and consistent; many models remain scattered and almost elusive in nature. In this session a number of practical issues will be discussed that are central to creating successful coaching engagements with senior leaders. Topics include aspects of the personal and professional presence of the coach, central themes in contracting and confidentiality management, and elements of coaching relationships. Additional session topics include regulating emotions and negotiating several ethical challenges.

**12:15–1:15 pm Lunch, Minneapolis Ballroom, Salon D, 3rd floor****Presented by**



1:15–2:15 pm

Practicing What We Preach: The Power of Learning From Others  
Conversation facilitated by Randy White, Executive Development  
Group, LLC

Embracing Coaching Supervision at the World's  
Largest Coaching Firm  
Brian Underhill, CoachSource

Supervision: A Developing Practice Area  
Judy Blanton, Blanton Consulting



2:15–2:30 pm

Closing participant conversations with final commentary by Sandra Davis

Postconsortium Webinar  
Manuelle Charbonneau, Charbonneau Leadership Consulting  
Virtual Coaching



When: November 3, 2017, 10–11 am Pacific/1–2 pm Eastern

How: via Zoom software. You can join from any device: computer, laptop,  
tablet, smartphone, or even dial in. The link will be sent to you upon registration. There is  
a 2-minute download the first time you use Zoom. LEC attendees will receive notification  
and instructions after the event.

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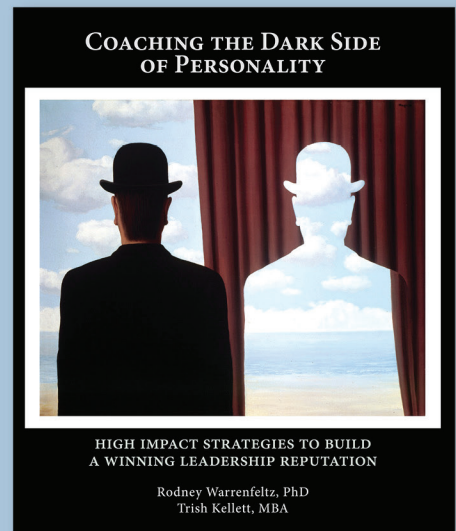
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## Resource Guide

SLOP thanks Jessica Self and Alison Miotke of the I-O Psychology Master's program at Minnesota State University, Mankato for preparing this list. Thanks also to Dr. Lisa Perez for coordinating this project.

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## Neuropsychology in Coaching

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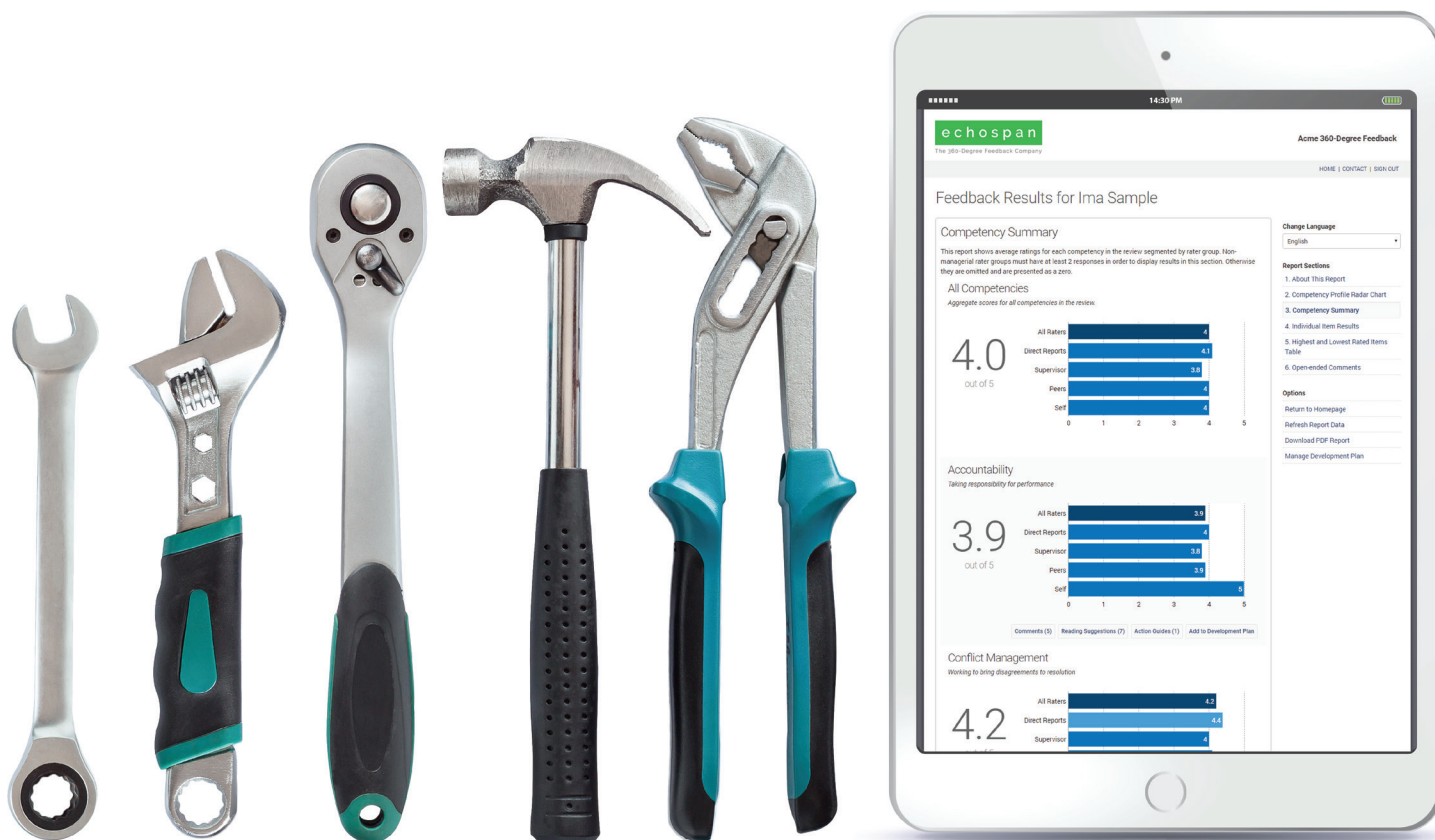
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